

**Memorandum of Understanding
Between
Aitkin Public Schools and Education Minnesota - Aitkin**

Date: November 11, 2025

Purpose: Aitkin Public Schools (hereafter “APS”) faces reductions in various forms of revenue, enrollment, and programs which necessitates reducing expenditures. APS has taken steps to address the financial needs, and it is not necessary to reduce workforce levels in various parts of APS as an additional means to address the financial needs. Therefore, APS and Education Minnesota – Aitkin (hereafter “EMA”) have agreed to this MOU to establish an agreed upon plan to offer a one time only early retirement incentive to help reduce future district expenses and to honor teachers who have served in education at APS for many years.

Terms of the Agreement:

Both APS and EMA agree to the following terms:

- To offer an early retirement incentive program that is available to teachers who are over 55 years old, but younger than 65 years old as of June 30, 2026, and who have taught full-time in the APS for 15 or more years; **or** taught full-time for 30 or more years total, with 15 or more years in APS. (Minnesota Statute § 122A.48)
- Eligible teachers may apply to the school board to participate in this early retirement incentive program, and written applications must be submitted on or before February 1, 2026, with an effective retirement date no later than June 30, 2026. The school board shall approve or deny the application within 30 days after it is received by the school board. If approved, APS, EMA, and the eligible teacher will enter into an Early Retirement Incentive Participation Agreement and General Release Form to effectuate the early retirement.
- Eligible teachers will have \$15,552 in 2026 and \$16,330 in 2027 deposited into their Health Care Savings Plan account for each respective year, with payment being made by July 15, 2026 and again by July 15, 2027.
- The 2025-2026-2027 Master Agreement between APS and EMA does not address this early retirement incentive and it will not impact any provision of the 2025-2026-2027 Master Agreement.
- This one time early retirement incentive will not constitute a past practice and the intent of APS is to not to offer a similar incentive on a regular basis.

Acknowledgment and Approval:

The undersigned representatives of both parties affirm their agreement to the terms outlined above.

Signatures:

Education Minnesota - Aitkin
Representative:

Aitkin Public School Board
Representative

Co-President

Title: Chair, Aitkin School Board

Date

Date